

The evaluation process, based on the solution strategies implemented, may include the following examples:

- Did the action plan accomplish what the organization needed?
- Do adequate staffing levels exist?
- Has turnover been reduced?
- Are the skills of employees being developed quickly enough to become effective?
- Are you able to recruit for the talent needed?
- Are you consistently communicating our Employment Value Proposition (EVP) to potential employees?
- Does our EVP have creditability in the labor market?
- Are you consistently delivering the EVP to employees?
- Has the hiring process improved?
- Has the selection process improved?
- Do new hires possess needed competencies and skills?
- Has overall organizational performance increased?
- Are you able to appropriately plan for succession replacements for retirements?
- Are you able to successfully transfer knowledge?
- Are you able to build internal leadership capabilities?
- Are employees more engaged in their work?
- Have employee barriers and obstacles been removed?
- Have internal processes been streamlined to be more effective and timely?